

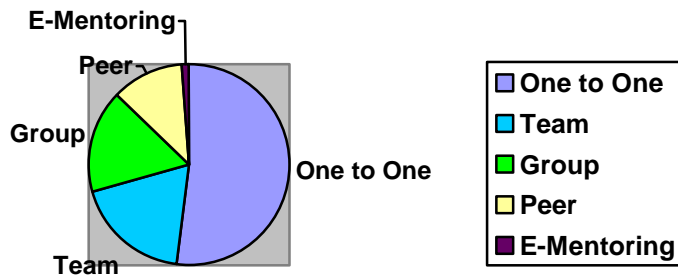
# Mentor Michigan Census

## Wave I: Executive Summary

### The Scope and Nature of Mentoring in Michigan

- A total of 16,574 young people were mentored in 2004 (January through August) through the 105 mentoring organizations that responded to the Mentor Michigan Census (MMC). As not all mentoring organizations responded to the MMC and because the MMC covered only eight months of 2004, it is reasonable to estimate that mentors served more than 22,500 Michigan children in 2004.
- 9,108 active mentors provided mentoring services to children in Michigan according to the mentoring organizations reporting.
- There was an increase of 1,347 matches from 2003 to 2004. Forty-five organizations report an increase in the number of matches (2,195 increase in aggregate matches) in 2004 compared to 2003, while 14 organizations report a decrease (848 decrease in aggregate matches). This yields a net reported increase in matches of 1,347 in 2004 compared to 2003.

Types of Mentoring



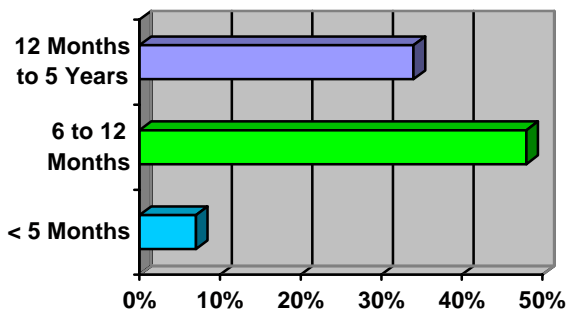
- One adult mentoring one child is the most common form of mentoring in Michigan as 53% of the matches are conducted with this form of mentoring. Team (19%), group (17%), peer (12%) and "e-mentoring" (1%) also are practiced.

- Seventy-five percent of mentoring organizations require at least some training for the mentor prior to being matched. Most commonly, training is for only an hour or two, but 27% of organizations require more than four hours of mentor training.
- Eight of ten mentoring organizations require at least one hour of contact between the mentor and child each week. Fifteen percent require at least three hours of interaction per week.

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### Average Match Duration

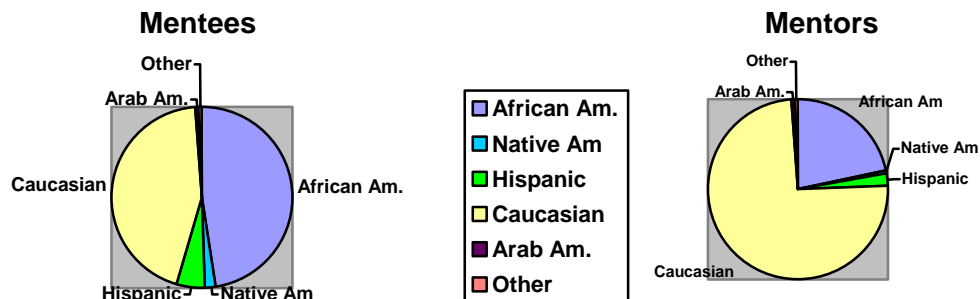


- **Most commonly, mentoring matches endure for six to twelve months (48%),** yet 34% report matches that last, on average, longer than twelve months. Only 7% of mentoring organizations report an average match duration of less than six months.

## Demographics and Children Served

- In total, **more girls than boys are served by mentoring programs in Michigan.** Fifty-six percent of children served are female and 44% male. Similarly, more women serve as mentors than men. Sixty-six percent of mentors are female and 34% are male.
- In total, **children age 12-14 are most frequently served by mentoring programs;** 45% of all children served are in this age group. Six to eleven year olds (35%) and 15-18 year olds (18%) follow in order of percentage of the total served. Only 2% of young people served by organizations responding to the MMC are 18 to 25 years old.

### Race/Ethnicity of Mentees and Mentors



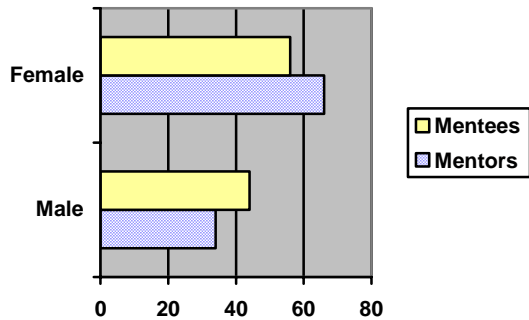
- **Nearly half (47%) of all children served by mentoring programs reporting to the MMC are African American,** while 44% are Caucasian. Smaller percentages are Hispanic (5%), Native American (2%), Arab American (<1%), and Other (<1%).
- **A majority of the mentors serving in mentoring programs reporting to the MCC are Caucasian (76%), while 22% are African American.** Smaller percentages are Hispanic (2%), Native American (<1%), Arab American (<1%), and Other (<1%).

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- **More than half (52%) of mentors are age 25-55.** Those age 55-65 represent 16% of all mentors. Twenty-seven percent of mentors are younger than 25 years old, but only 4% are 65 or older.

### Mentor/Mentee Gender

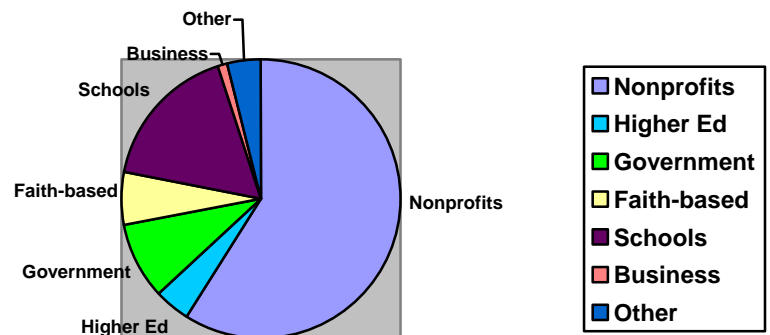


- In total, 34% of the mentors are male and 66% are female, while **44% of the mentees are male and 56% are female.**

## Profile of Organizations Providing Mentoring Services

- **Most mentoring programs in Michigan are community-based programs operated by nonprofit organizations (59%).** Schools are the second most common site for mentoring programs (17%). The others are government agencies (9%) faith-based organizations (6%), higher education institutions (4%) businesses (1%), or other types of organizations (4%).

### Operation of Mentoring Programs

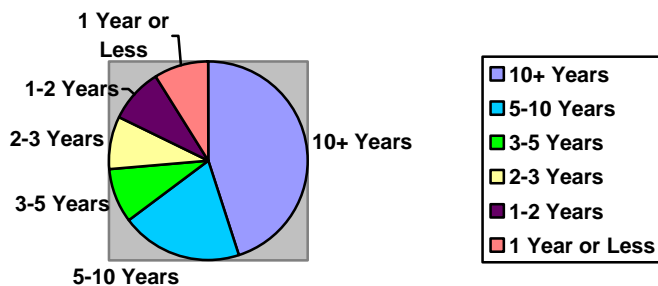


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## Wave I: Executive Summary

- **Slightly more than half of the organizations responding to the Census indicate that mentoring is either their primary or a major part of their mission.** Thirty six percent report that mentoring is only one of several purposes of their organization and 13% report that mentoring is a small part of their effort.
- **Three of ten mentoring programs operate with budgets of less than \$25,000 annually.** The smaller budget programs are much more likely to be school- based than community-based. Seventeen percent of the programs operate with budgets of more than \$300,000 annually. These are most frequently large community-based programs.

### Years of Mentoring Experience



- Most of the organizations responding to the MMC are experienced. **Nearly half of the organizations have more than ten years experience operating mentoring programs.** Fewer than one in ten is in its first year of operation.

- **Nearly eight out of ten organizations responding to the MMC report that they have a board of directors.** These boards are most actively involved in program planning and fundraising. They are less involved with mentor recruitment, even though the directors of these organizations want more board effort focused on mentor recruitment.
- **Ninety-five percent of organizations responding to the MMC indicate they have a mission statement** and about four out of ten expect that their board members will make a financial contribution to their organization.

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### Background, Objectives, and Methods

The Mentor Michigan Census (MMC) is a survey of organizations operating mentoring programs in the State of Michigan. In Wave I of the MMC, conducted in the fall of 2004, 105 organizations responded to the MMC out of a total of 156 organizations that had registered with Mentor Michigan as of Sept. 1, 2004. This reflects a 67% response rate.

The primary purpose of the MMC is to understand the scope and nature of mentoring and mentoring organizations in Michigan. Specifically, there are three key objectives:

1. Identify, count, describe, and track mentoring organizations, programs, mentors, and the children served.
2. Understand program components, processes, resources, and needs.
3. Encourage and support program evaluation.

Additionally, in this first wave of the MMC, emphasis was placed on understanding the types of organizations that provide mentoring programs.

The MMC data were collected via an on-line survey. There were approximately 60 questions. In future waves, mentoring organizations will have the opportunity to view and submit responses via hard copy or via the on-line survey.

Mentor Michigan has adopted the National Mentoring Partnership's definition of mentoring. "Mentoring is a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support, and encouragement aimed at developing the competence and character of the mentee." Responsible mentoring can take many forms:

- Traditional mentoring (one adult to one young person)
- Group mentoring (one adult to up to four young people)
- Team mentoring (several adults working with small groups of young people, in which the adult to youth ratio is not greater than 1:4)
- Peer mentoring (caring youth mentoring other youth)
- E-mentoring (mentoring via e-mail and the Internet)

The MMC uses the mentoring funnel as a conceptual framework. The mentoring funnel can be used by organizations and Mentor Michigan when planning, implementing and assessing efforts to provide mentors to children who need them. The funnel identifies key steps in the recruitment and mentoring process to be measured, including number of inquiries from potential mentors, number of written applications, background checking processes, training process, number and type of mentoring matches, duration and intensity of matches and mentors repeating the mentoring experience or referring others to become mentors. See the "State of Mentoring in Michigan" for more information.